

# **EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM**

**KALAIVANI.R**

**12PCA005**

**A Project Report Submitted to**

**Avinashilingam Institute for Home Science and Higher Education for Women,  
Coimbatore-641043**

**In Partial fulfillment of the Requirements for the  
Master's Degree in Computer Applications**

**March- 2015**

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**Signature of the Head of the Department**

**Signature of the External Examiner**

## ACKNOWLEDGEMENT

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## **SYNOPSIS**

Employee Performance Appraisal Tracking System is used by all employees in different section of company. Salary hike and promotion depends upon the employee performance. It allows manager to evaluate and analyse the employee's performance and work done by them and target achieved in a given period of time in an organization. It provides a very good interface between employees and manager. This is an online application that allows multi user access of system and to track or manage the data. This system is very fast, accurate and easy to use with flexible options for viewing essential details.

This system helps the IT companies to assess the time taken for the project with module wise break up and the nature of the job, which needs attention. This system also helps to identify and evaluate the skills and effort produced by an individual employee. This website consists of two login system. The first login is for admin and the second login system is for users. In the admin login, using individual username and password they can login into the website and manage the department details, developer details, target project details and salary details. In the user login, using unique username and password they can login into the website and user will view their profile, and also view project details, and take the project to develop. After develop the project the developer has to upload the finished project to the manager. Then the administrator will view the uploaded project and can download the project. Finally the administrator will send the salary hike details to the developers.

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# **1. INTRODUCTION**

## **1.1 PROBLEM DEFINITION**

In today's workplace, performance improvement and the role of performance management is an increasingly widespread subject in every software concern. Business pressures are ever increasing and organizations are now required to become even more effective and efficient, execute better on business strategy, and do more with less in order to remain competitive.

An automated system can ensure that the performance management process is built around world class best practices, efficient and consistent across an organization. Necessary visibility into organizational and departmental goals is simplified, as is access to necessary data to support accountability, consistent standards,(by viewing manager average ratings)and identification of top performers. Employee performance Appraisal Tracking System is an effective performance management which enables managers to evaluate individual performance and optimize productivity by providing visibly related to performance expectations. Employee Performance Appraisal Tracking System provides best solutions using electronic appraisal form and offers complete best-of-breed goal management solutions.

## **1.2 OBJECTIVE**

The objective of this application is to reduce the manual effort needed to manage the details of tasks and performance of each and every employee in an organization. The Employee Performance Appraisal Tracking System is to provide user friendly interface in analyzing employee performance. This system is to ensure a systematic appraisal of employee performance. This helps to prevent unnecessary delays and human errors. This system also helps to identify and evaluate the skills and effort produced by an individual employee.

## **2. SYSTEM SPECIFICATION**

This section gives the details about the hardware and software requirements.

### **2.1 HARDWARE REQUIREMENTS**

Platform	:	Windows 2007
System	:	Pentium IV 2.8 GHz
Ram	:	256MB
Hard disk	:	40GB

### **2.2 SOFTWARE REQUIREMENTS**

Web server	:	XAMPP Server
Back end	:	MYSQL
Server side scripting	:	PHP
Client side scripting	:	HTML
Designing Tools	:	Dreamweaver

## **2.3 SOFTWARE DESCRIPTION**

### **PHP (HYPERTEXT PREPROCESSOR)**

PHP is an "HTML-embedded scripting language" primarily used for dynamic Web applications. The first part of this definition means that PHP code can be interspersed with HTML, making it simple to generate dynamic pieces of Web pages on the fly. As a scripting language, PHP code requires the presence of the PHP processor. PHP code is normally run in plain-text scripts that will only run on PHP-enabled computers (conversely programming languages can create standalone binary executable files, a.k.a. programs). PHP takes most of its syntax from C, Java, and Perl. It is an open source technology and runs on most operating systems and with most Web servers. PHP was written in the C programming language by RasmusLerdorf in 1994 for use in monitoring his online resume and related personal information. For this reason, PHP originally stood for "Personal Home Page". Lerdorf combined PHP with his own Form Interpreter, releasing the combination publicly as PHP/FI (generally referred to as PHP 2.0) on June 8, 1995. Two programmers, ZeevSuraski and AndiGutmans, rebuilt PHP's core, releasing the updated result as PHP/FI 2 in 1997. The acronym was formally changed to PHP: HyperTextPreprocessor, at this time. (This is an example of a recursive acronym: where the acronym itself is in its own definition.

In 1998, PHP 3 was released, which was the first widely used version. PHP 4 was released in May 2000, with a new core, known as the Zend Engine 1.0. PHP 4 featured improved speed and reliability over PHP 3. In terms of features, PHP 4 added references, the Boolean type, COM support on Windows, output buffering, many new array functions, expanded object-oriented programming, inclusion of the PCRE library, and more.

#### **Usage**

PHP is a general-purpose scripting language that is especially suited to server-side web development where PHP generally runs on a web server. Any PHP code in a requested file is executed by the PHP runtime, usually to create dynamic web page content or dynamic images used on Web sites or elsewhere. It can also be used for command-line scripting and client-side GUI applications.

PHP can be deployed on most Web servers, many operating systems and platforms, and can be used with many relational database management systems (RDBMS). It is available free of charge, and the PHP Group provides the complete source code for users to build, customize and extend for their own use.

PHP acts primarily as a filter, taking input from a file or stream containing text and/or PHP instructions and outputting another stream of data; most commonly the output will be HTML. Since PHP 4, the PHP parser compiles input to produce byte code for processing by the Zend Engine, giving improved performance over its interpreter predecessor. The LAMP architecture has become popular in the Web industry as a way of deploying Web applications. PHP is commonly used as the *P* in this bundle alongside Linux, Apache and MySQL, although the *P* may also refer to Python or Perl or some combination of the three. Similar packages are also available for Windows and Mac OS X, then called WAMP and MAMP, with the first letter standing for the respective operating system.

#### **Advantages of PHP:**

- **Open source:** It is developed and maintained by a large group of PHP developers, this will help in creating a support community, abundant extension library.
- **Speed:** It is relatively fast since it uses much system resource.
- **Easy to use:** It uses C-like syntax, so for those who are familiar with C, it's very easy for them to pick up and it is very easy to create website scripts.
- **Stable:** Since it is maintained by many developers, so when bugs are found, it can be quickly fixed.
- **Powerful library support:** You can easily find functional modules you need such as PDF, Graph etc.
- **Built-in database connection modules:** You can connect to database easily using PHP, since many websites are data/content driven, so we will use database frequently, this will largely reduce the development time of web apps.
- **It's customizable:** The open source license allows programmers to modify the PHP Software, adding or modifying features as needed to fit their own specific Environment.

## Back End

### MYSQL:

MySQL and PHP are frequently used together. They are often called the dynamic duo. MySQL provides the database part, and PHP provides the application part of your Web database application. MySQL is a fast, easy-to-use RDBMS used for database on many Web sites. Speed was the developers' main focus from the beginning. In the interest of speed, they made the decision to offer fewer features than their major competitors (for instance, Oracle and Sybase). However, even though MySQL is less full featured than its commercial competitors, it has all the features needed by the large majority of database developers. It's easier to install and use than its commercial competitors, and the difference in price is strongly in MySQL's.

### Features

They have a common code base and include the following features:

- **Relational Database System:** Like almost all other database systems on the market, MySQL is a relational database system.
- **Client/Server Architecture:** MySQL is a **client/server system**. There is a database server (MySQL) and arbitrarily many clients (application programs), which communicate with the server; that is, they query data, save changes, etc. The clients can run on the same computer as the server or on another computer (communication via a local network or the Internet).
- **SQL compatibility:** MySQL supports as its database language -- as its name suggests -- SQL (Structured Query Language). SQL is a standardized language for querying and updating data and for the administration of a database.
- **Triggers:** Triggers are SQL commands that are automatically executed by the server in certain database operations (INSERT, UPDATE, and DELETE). MySQL has supported triggers in a limited form from version 5.0, and additional functionality is promised for version 5.1.
- **User interface:** There are a number of convenient user interfaces for administering a MySQL server.

- **Replication:** Replication allows the contents of a database to be copied (replicated) onto a number of computers. In practice, this is done for two reasons: to increase protection against system failure (so that if one computer goes down, another can be put into service) and to improve the speed of database queries.
- **ODBC:** MySQL supports the ODBC interface **Connector/ODBC**. This allows MySQL to be addressed by all the usual programming languages that run under Microsoft Windows (Delphi, Visual Basic, etc.). The ODBC interface can also be implemented under Unix, though that is seldom necessary.
- **Platform independence:** It is not only client applications that run under a variety of operating systems; MySQL itself (that is, the server) can be executed under a number of operating systems.
- **Speed:** MySQL is considered a very fast database program.

### 2.3.2 Back End: MYSQL

#### MICROSOFT SQL SERVER

SQL Server is a relational database management system developed by Microsoft. As a database, it is a software product whose primary function is to store and retrieve data as requested by other software applications, be it those on the same computer or those running on another computer across a network (including the Internet). There are at least a dozen different editions of Microsoft SQL Server aimed at different audiences and for different workloads (ranging from small applications that store and retrieve data on the same computer, to millions of users and computers that access huge amounts of data from the Internet at the same time).

#### SQL Server 2008

SQL Server 2008 (formerly codenamed "Katmai") was released on August 6, 2008 and aims to make data management self-tuning, self-organizing, and self-maintaining with the development of SQL Server Always On technologies, to provide near-zero downtime. SQL Server 2008 also includes support for structured and semi-structured data, including digital media formats for pictures, audio, video and other multimedia data. In current versions, such multimedia data can be stored as BLOBs (binary large objects), but they are generic bit streams.

Intrinsic awareness of multimedia data will allow specialized functions to be performed on them. According to Paul Flessner, senior Vice President, Server Applications, Microsoft Corp., SQL Server 2008 can be a data storage backend for different varieties of data: XML, email, time/calendar, file, document, spatial, etc as well as perform search, query, analysis, sharing, and synchronization across all data types.

MySQL and PHP are frequently used together. They are often called the dynamic duo. MySQL provides the database part, and PHP provides the application part of your Web database application.

MySQL is a fast, easy-to-use RDBMS used for database on many Web sites. Speed was the developers' main focus from the beginning. In the interest of speed, they made the decision to offer fewer features than their major competitors (for instance, Oracle and Sybase). However, even though MySQL is less full featured than its commercial competitors, it has all the features needed by the large majority of database developers. It's easier to install and use than its commercial competitors, and the difference in price is strongly in MySQL's favour.

MySQL is developed, marketed and supported by MySQL AB, which is a Swedish company. The company licenses in two ways

### **1. Open source software**

MySQL is available via the GNU GPL (General Public License) for no charge. Anyone who can meet the requirements of a GPL can use the software for free. If you're using MySQL as a database on a Web site (the subject of this book), you can use MySQL for free, even if you're making money with your Web site.

### **2. Commercial license**

MySQL is available with a commercial license for those who prefer it to the GPL. If a developer wants to use MySQL as part of a new software product and wants to sell the new product, rather than release it under the GPL, the developer needs to purchase a commercial license. The price is very reasonable.

## **3. SYSTEM STUDY AND ANALYSIS**

### **3.1 EXISTING SYSTEM**

The existing system needs manpower to record all the details of the projects. And the developer assigned manually for projects. The developers get the projects details by paper or word in system. It makes lot of paper works and lot of files storage in computer. And also it's hard to track the projects history and maintain the records.

#### **Disadvantages**

- Manual work.
- It needs lots of paper work.
- Difficulty in maintaining role based security.
- Waste of time in manual operations.

### **3.2 PROPOSED SYSTEM**

The Employee Performance Appraisal Tracking System is to replace the existing manual system with a software solution. The proposed system should overcome all the disadvantages of the existing system. The existing system is not functioning well due to manual process. It provides a very good interface between employees and managers. The proposed system should minimize the manual efforts. Time consumption for arrangement will be minimum.

#### **Advantages**

- Faster processing when compared to existing one.
- Easily keeps on top of projects and due dates from the project overview.
- Track time spent on individual tasks and on projects as a whole.
- It helps in generating different reports within no time.
- Easily maintains security.

### **3.3 FEASIBILITY STUDY**

Feasibility study involves the analysis of the proposed system to find out its visibility. The project to be considered feasible only if the proposed system is useful. Thus the purpose of the feasibility is to gather and to analyse.

There are three types of feasibilities.

- Technical Feasibility
- Operational Feasibility
- Economic Feasibility

#### **3.3.1 TECHNICAL FEASIBILITY**

The Project “employee performance appraisal tracking system” has been developed with Frontend as PHP, Backend as MYSQL and Apache as Netware. The PHP which supports scripting language. It does not require any specific platform to run the application.

Due to avoid malware attack antivirus is needed so I suggest to buying a licensed antivirus.

#### **3.3.2 OPERATIONAL FEASIBILITY**

Proposed system is operationally feasible because it is supported by Management persons and it is handled by other persons and who is now the system can maintain the system by getting knowledge about the processes in the system.

#### **3.3.3 ECONOMICAL FEASIBILITY**

The proposed system reduces the cost of the web application because the suggest tool is cost free. It reduces man power thus the sales department does not need many person in that department.

## **4. SYSTEM DESIGN**

### **4.1. INPUT DESIGN**

The main objective of the input design is to provide user friendly interaction. The user has to make a minimum input when a whole process is automated.

Input design is the process of converting user-originated inputs to a computer-based format. Input design is one of the most expensive phases of the operation of computerized system and is often the major problem of a system.

Input design features can ensure the reliability of the system and produce result from accurate data or they can result in the production of erroneous information.

Admin login can be authorized only if the admin enters the proper username and password. Refer Appendix Screen: D.2

Department details option in the admin page is either to add/modify the department details. Refer Appendix Screen: D.3

Developer details option in the admin page is either to add/modify the developer details. Refer Appendix Screen: D.5

Customer project registration details option in the admin page is either to add/modify the customer project details. Refer Appendix Screen: D.7

Salary increment details option in the admin page is either to add/modify the salary details. Refer Appendix Screen: D.18

Target project details option in the admin page is either to add/modify the register project details. Refer Appendix Screen: D.9

The admin can view the report information only if the part of the name of the developer is given. Appendix Screen: D.20

User login can be authorized only if the user enters the proper username and password. Refer Appendix Screen: D.7

The upload project module authorized only if the user enters the project code and front end, back end, and document of the project. Refer Appendix Screen: D.11

## **4.2. OUTPUT DESIGN**

Output design generally refers to the results and information that are generated by the system for many end-users; output is the main reason for developing the system and the basis on which they evaluate the usefulness of the application. The output is designed in such a way that it is attractive, convenient and informative.

Output design is very important concept in the computerized system, without reliable output the user may feel the entire system is unnecessary and avoids using it. The proper output design is important in any system and facilitates effective decision-making.

view department option is to view the outputs that comes from the department module. Refer appendix screen:D.4

view developer option is to view the output that comes from the developer module. Refer appendix screen:D.6

View register project option is to view the output that comes from the register project module. Refer appendix screen:D.8

View upload project option is to view the output that comes from the upload project module. Refer appendix screen:D.16

View download project option is to view the finished project that comes from the upload project module. Refer appendix screen:D.17

View target project option is to view the output that comes from the target project module. Refer appendix screen:D.10

View salary details option is to view salary increment details from the salary module. Refer appendix screen:D.19

## **5. SYSTEM DEVELOPMENT**

System Development is a series of operations performed to manipulate data to produce output from a computer system. The principle activities performed during the development phase can be divided into a major related sequence. They are

- Internal
- External

The major internal system development activities done for the system are computer program development and performance testing.

The major external system development activities done are planning and implementation.

### **5.1 MODULE DESCRIPTION**

- **Admin Module**
- **User Module**

#### **Admin Module:**

There are seven Sub Modules In This Module Such as

- **Add Department**
- **Add Developer**
- **Add Target Project**
- **Add Customers Project**
- **View Upload Project**
- **Salary Details**
- **Feedback.**

## **User Module:**

There are five Sub Modules In this Module Such as

- **View Profile**
- **View Customers Project**
- **Upload Project**
- **View Salary**
- **Add Feedback**

### **5.1.1 ADMIN MODULE**

This module the administrator has to log in by their unique user name and password. The administrators are the only Authorized person to access admin module for security purpose. So other user does not get rights to access this module.

#### **ADD DEPARTMENTS DETAILS**

In this module administrator add the departments of the company. Administrator can update and delete the departments' details. It contains Department name, Contact number.

#### **MAINTAIN DEVELOPER DETAILS**

In this module administrator add the developers of the company. Administrator can update and delete the developers' details. It contains Developer name, Contact number, Department name, Email, Salary, Username, password.

#### **ADD CUSTOMERS PROJECTS**

In this module administrator add the customer projects and payment mode & payments. Administrator can update and delete the customer's projects' details. It contains Customer name, contact no, Email, Address, Project title, project cost, Payment, Domain, Developer.

#### **TARGET PROJECTS**

This module administrator adds the target project for employees. Administrator can update and delete the employees target details It contains Developer name, Department, Period, Target project.

## **VIEW UPLOAD PROJECTS**

This module administrator can download the finished customers' projects details It contains front end .back end, and document of the finished project.

## **ADD SALARY**

This module administrator add the salary increment Details for particular employee. Administrator can update and delete the salary details. It contains department name, developer name, salary increment for the employees.

## **VIEW FEEDBACK**

This module administrator can view employee feedbacks. Administrators are the only authorized person to access this module. Other user doesn't get rights to access this module for security purpose.

## **5.1.2 USER MODULE**

This module developers has to log in by using their unique user name and password. Developers are the only authorized person to access this module for security purpose. So other user doesn't get rights to access this module.

## **VIEW PROFILE**

This module developers can view their profile. But they can't edit the profile. Administrator only can update and delete developer profile details. It contains developer name, department of the developer, email id, contact number of the developers.

## **PROJECTS**

This module developers can view the customers' projects details and take the project to develop. Developers are the only authorized person to access this module. Other user doesn't get rights to access this module for security purpose.

## **UPLOAD PROJECT**

This module developers can upload their finished project to administrator of the company. It contains Front end, back end, document of the project .The Administrator can download the finished projects details.

## **ADD FEEDBACK**

This module employee can add the feedback details. Employees are the only authorized person to access this module. Other user doesn't get rights to access this module for security purpose.

## **VIEW SALARY**

This module employees can view the increment salary details .It contains employees name, department of the employee, salary details. Employees is the only authorized person to access this module. Other user doesn't get rights to access this module for security purpose.

## **6. SYSTEM TESTING AND IMPLEMENTATION**

The purpose of testing is to discover errors. Testing is the process of trying to discover every conceivable fault or weakness in a work product. Testing is vital role for the success of this system. System testing makes a logical assumption that if all the parts of the system are correct, the goal will be successfully achieved. System testing is the stage of implementation that is aimed at assuring that the system works accurately and efficiently.

### **6.1 Unit Testing**

Unit testing is applied to check the operations of the modules. The module level test tasks are completed in the development stage. Each and every form is tested separately. The input and output data values are verified in the unit testing process. Data update, delete and list operations are tested in the unit testing process. In these testing steps, each module is found to be working satisfactorily as regard to the expected output from the module.

In this project, modules like maintain department, maintain developer, maintain customer project details, maintain salary details, user login, view project, upload project, Download project, view salary details, are tested separately.

### **6.2 Acceptance Testing**

The acceptance testing is carried out to verify the system fulfils all the user requirements or not. The system requirements and their implementation details are verified in the acceptance test. The problems and their solutions are also analysed in the acceptance test. The system is passed into the implementation phase after the getting the acceptance from the users.

- The department details, developer details, target project, customer project registration details are updated.
- The web application will run on all browsers/versions and also easily loaded
- A form can contain a considerable amount of text, which is readability, spelling and grammar errors, and legal and style requirements.

- The form fields are validated
- The form value must be stored in database in correct manner.

### 6.3 Test Cases

The test cases are checklist for the testing process. The facts that are considered in the testing process are listed in the test cases. These test cases are used in the testing process. The test cases are prepared by the designed with the details collected from the client. All testing tasks are performed with reference to the test cases.

#### Login:

S.No	Test Input	Expected Result	Actual Result	Test Result
1	Valid Username and Password	Login to the manager/developer	Login to the main page	Success
2	Invalid Username	Appropriate message is displayed and clear the fields	Invalid username message is displayed	Success
3	Invalid Password	Appropriate message is displayed and clear the fields	Invalid Password message is displayed	Success

**Maintain department:**

<b>S.No</b>	<b>Test Input</b>	<b>Expected Result</b>	<b>Actual Result</b>	<b>Test Result</b>
1	Add New Department	Appropriate department to be added	Fetches data to be displayed	Success
2	Edit Department	Select corresponding record	Update or Modify the department	Success
3	Delete department	Select corresponding record	Delete department	Success

**Maintain developers:**

<b>S.No</b>	<b>Test Input</b>	<b>Expected Result</b>	<b>Actual Result</b>	<b>Test Result</b>
1	Add New developer Details	Appropriate developer to be added	Fetches data to be displayed	Success
2	Edit developer Details	Select corresponding record	Update or Modify the Developer details	Success
3	Delete developer details	Select corresponding record	Delete developer details	Success

### Customer project Registration:

S.No	Test Input	Expected Result	Actual Result	Test Result
1	Registered project details	Appropriate project details to be added	Fetches data to be displayed	Success
2	Edit project details	Select corresponding record	Update or Modify the Project details	Success
3	Delete project details	Select corresponding record	Delete project details	Success

### Target project

S.No	Test Input	Expected Result	Actual Result	Test Result
1	Target project details with duration.	Appropriate target project to be added	Fetches data to be displayed	Success
2	Edit target project details	Select corresponding record	Update or Modify the Target project details	Success
3	Delete target project details	Select corresponding record	Delete target project details	Success

### View project details

<b>S.No</b>	<b>Test Input</b>	<b>Expected Result</b>	<b>Actual Result</b>	<b>Test Result</b>
1	View project details	Project details to be displayed for the developer.	Fetches data to be displayed	Success
2	Upload project	File location is opened to select the file and the file is uploaded.	Fetches data to be displayed	Success

### View upload project

<b>S.No</b>	<b>Test Input</b>	<b>Expected Result</b>	<b>Actual Result</b>	<b>Test Result</b>
1	View upload project	Upload project to be displayed for the manager.	Fetches data to be displayed	Success
2	Download project	File location is opened to select the file and the file is downloaded	Fetches data to be displayed	Success

**Add salary:**

<b>S.No</b>	<b>Test Input</b>	<b>Expected Result</b>	<b>Actual Result</b>	<b>Test Result</b>
1	Add salary details	Appropriate salary to be added	Fetches data to be displayed	Success
2	Edit salary Details	Select corresponding record	Update or Modify the salary details	Success
3	Delete salary details	Select corresponding record	Delete salary details	Success

**View salary:**

<b>S.No</b>	<b>Test Input</b>	<b>Expected Result</b>	<b>Actual Result</b>	<b>Test Result</b>
1	View salary details	Salary increment details displayed for the developers.	Fetches data to be displayed	Success

## **6.4 System Implementation:**

Implementation is the most crucial stage in achieving a successful system and giving the user's confidence that the new system is workable and effective. Implementation of a modified application to replace an existing one. This type of conversation is relatively easy to handle, provide there are no major changes in the system.

Each program is tested individually at the time of development using the data and has verified that this program linked together in the way specified in the programs specification, the computer system and its environment is tested to the satisfaction of the user. The system that has been developed is accepted and proved to be satisfactory for the user. And so the system is going to be implemented very soon. A simple operating procedure is included so that the user can understand the different functions clearly and quickly.

Initially as a first step the executable form of the application is to be created and loaded in the common server machine which is accessible to all the user and the server is to be connected to a network. The final stage is to document the entire system which provides components and the operating procedures of the system.

## 6.5 System Maintenance

The objectives of this maintenance work are to make sure that the system gets into work all time without any bug. Provision must be for environmental changes which may affect the computer or software system. This is called the maintenance of the system.

Nowadays there is the rapid change in the software world. Due to this rapid change, the system should be capable of adapting these changes. In our project the process can be added without affecting other parts of the system.

Maintenance plays a vital role. The system is liable to accept any modification after its implementation. This system has been designed to favour all new changes. Doing this will not affect the system's performance or its accuracy. In the project system testing is made as follows:

1. The procedure level testing is made first.
2. By giving improper inputs, the errors occurred are noted and eliminated.
3. Then the web form level testing is made.
4. For example storage of data to the table in the correct manner.

## **7. CONCLUSION**

Employee Performance Appraisal Tracking System used by all employees in different section of company. Salary hike and promotion depends upon the employee performance. It allows manager to evaluate and analyse the employee's performance and work done by them and target achieved in a given period of time in an organization. It provides a very good interface between employee's and manager. This is an online application that allows multi user access of system and to track or manage the data. This system is very fast, accurate and easy to use with flexible options for viewing essential details.

## **8. SCOPE FOR FUTURE ENHANCEMENTS**

In this project, the web based application is developed for an Employee performance appraisal tracking system. The system may be further extended to add a new feature that would allow the administrator to rank the employees individually and generate reports about the performance of every employee worked in the organization currently.

This will help the end-user to attain the better level of examine every employee, and reviews about the employees could assist the manager to take better decision using the past records of the employee.

The report can be visualized for the employees' progress in between every period of time to know about the employee performance

This system is very fast, accurate and easy to use with flexible options for viewing essential details. This system helps to identify and evaluate the skills and effort produced by individual employees.

## 9. BIBLIOGRAPHY

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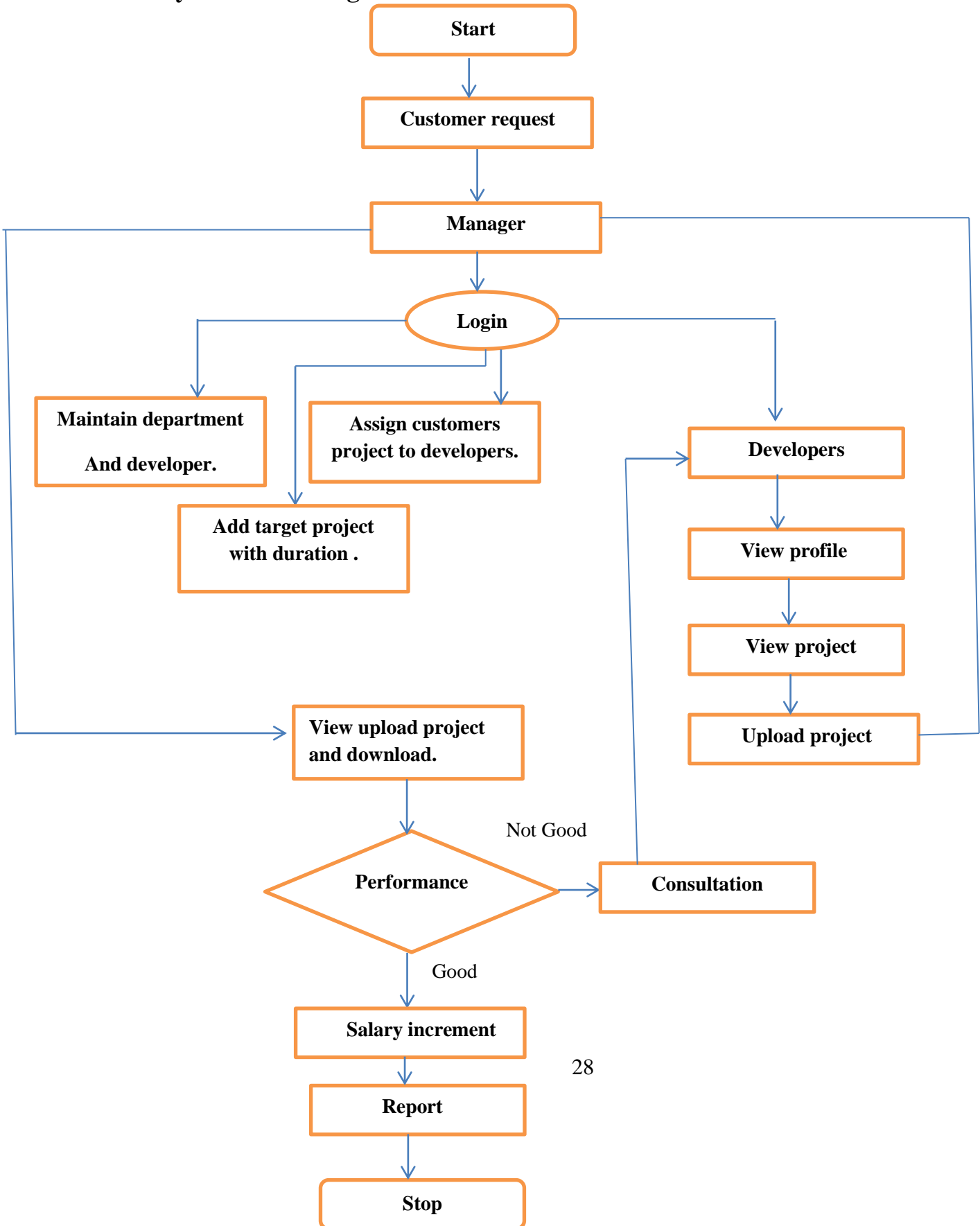
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# 10. APPENDIX

## A. System Flow Diagram

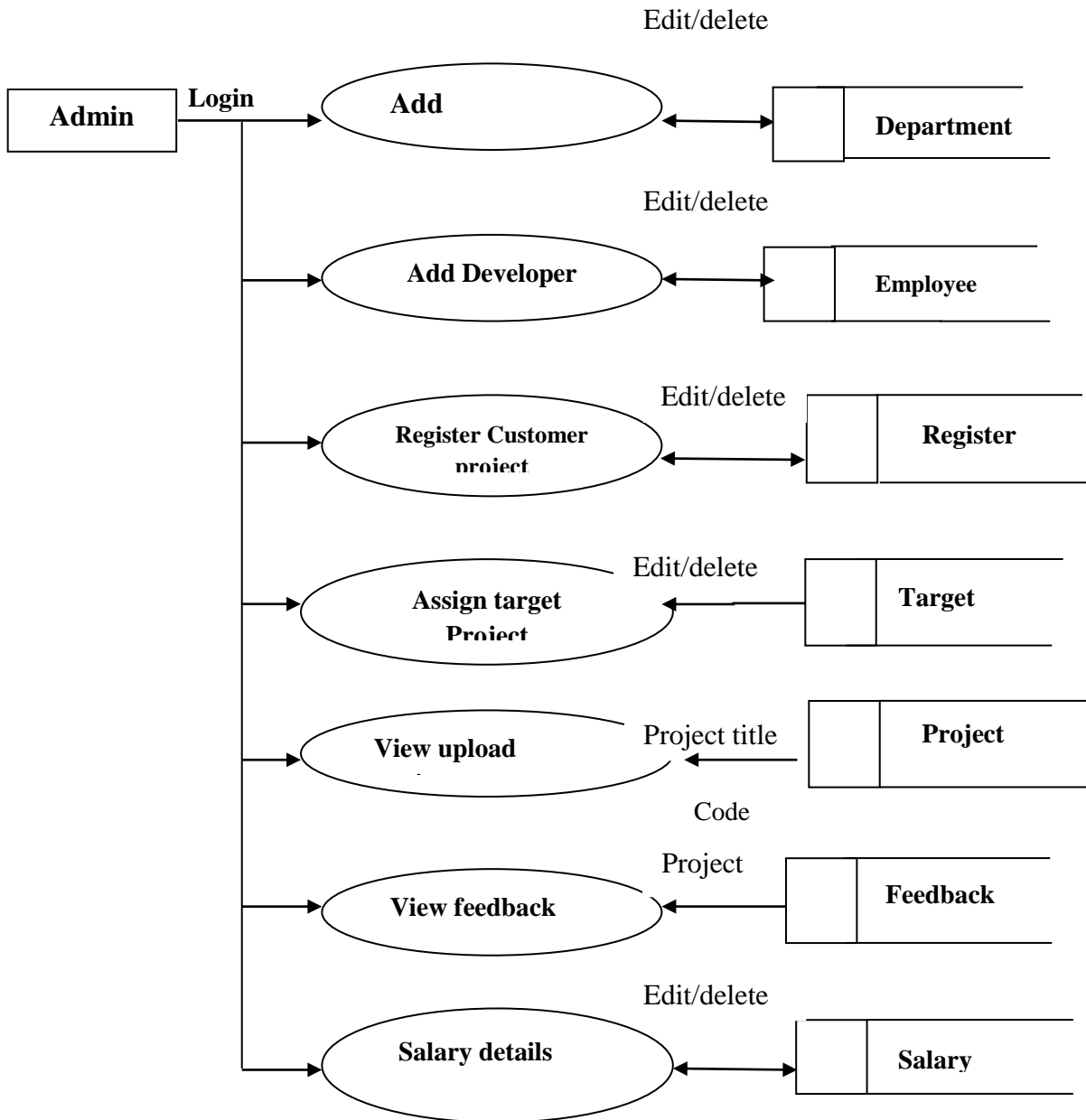


## A. Data Flow Diagram

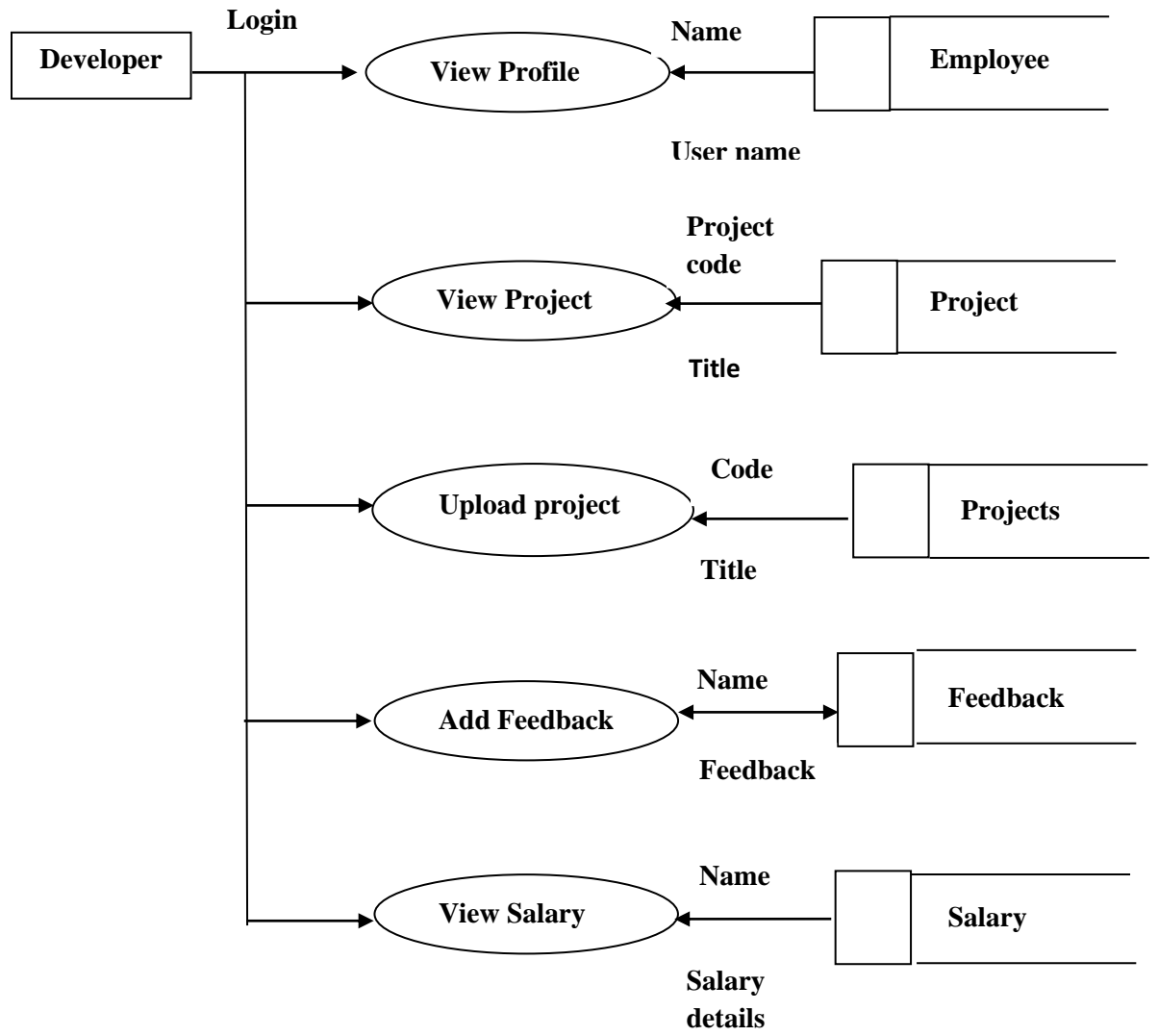
**LEVEL 0:**



**LEVEL 1:**



**LEVEL: 2**



## A. Table Design

**Table Name:** admin

**Primary key:** admin\_id

**Description:** This table holds website login details

S.no	Column name	Type	Size	Description
1	User_name	Varchar	100	User name of the ADMIN/OPERATOR
2	User_psaaword	Varchar	100	Password of the ADMIN/OPERATOR

**Table Name:** department

**Primary key:** dept\_id

**Description:** This table holds department details

S.no	Column name	Type	Size	Description
1	Dept_name	Varchar	20	Name of the department.
2	Dept_Phone	Varchar	20	Contact number of the Department.

**Table Name: developer**

**Primary key: deve\_id**

**Description:** This table holds developers details.

<b>S.no</b>	<b>Column name</b>	<b>Type</b>	<b>Size</b>	<b>Description</b>
1	Deve_dept	Varchar	100	Department of the developer.
2	Deve_name	Varchar	100	Name of the developer.
3	Deve_contact	Varchar	100	Contact number of the developer.
4	Deve_email	Varchar	100	Email id of the developer.
5	User_name	Varchar	100	User name of the developer.
6	User_password	Varchar	100	Password of the developer.

**Table Name: feedback**

**Primary key: feed\_id**

**Description:** This table holds feedback details.

<b>S.no</b>	<b>Column name</b>	<b>Type</b>	<b>Size</b>	<b>Description</b>
1	Feed_name	Varchar	25	Name of the developer.
2	Feed_feed	Longtext		Add feedback.
3	Feed_dept	Varchar	25	Name of the department.

**Table Name: project**

**Primary key: up\_id**

**Description:** This table holds project details

<b>S.no</b>	<b>Column name</b>	<b>Type</b>	<b>Size</b>	<b>Description</b>
1	Up_id	Int	11	Project_id
2	Up_project	Int	11	Upload project.
3	Up_front	Varchar	1000	Upload front end
4	Up_back	Varchar	1000	Upload backend
5	Up_doc	Varchar	1000	Upload document
6	Up_deve	Varchar	100	Developer of the project.
7	Up_code	Varchar	100	Code of the project.
8	Up_date	Varchar	100	Register date and delivery date of the project.
9	Up_modify	Longtext	No	Modify project.

**Table Name : salary**

**Primary key: salary\_id**

**Description:** This table holds salary details

S.no	Column name	Type	Size	Description
1	Salary_id	Int	11	Salary_id.
2	Salary_name	Varchar	25	Name of the developer.
3	Salary_dept	Varchar	50	Department of developer.
4	Salary_increment	Varchar	20	Salary increment for particular developer

**Table Name : target**

**Primary key: target\_id**

**Description:** This table holds target project details

S.no	Column name	Type	Size	Description
1	Target_id	Int	11	Target_id
2	Target_name	Varchar	25	Name of the developer.
3	Target_dept	Varchar	25	Department of the developer.
4	Target_period	Varchar	25	Duration of the project.
5	Target_target	Varchar	25	Assign Target project for developers.

**Table Name: register**

**Primary key: reg\_id**

**Description:** This table holds register project details

<b>S.no</b>	<b>Column name</b>	<b>Type</b>	<b>Size</b>	<b>Description</b>
1	Reg_id	Int	11	Register_id
2	Reg_date	Date		Register date
3	Reg_name	Varchar	100	Name of the customer.
4	Reg_contact	Varchar	100	Contact number
5	Reg_email	Varchar	100	Email id
6	Reg_address	Longtext		Customer address.
7	Reg_code	Varchar	100	Project code
8	Reg_title	Varchar	100	Project title
9	Reg_cost	Varchar	100	Project cost
10	Reg_mode	Varchar	100	Payment mode
11	Reg_down	Varchar	100	Down payment of the project.
12	Reg_splite1	Varchar	100	Image name
13	Reg_splite2	Varchar	100	Image name
14	Reg_splite3	Varchar	100	Image name
15	Reg_cheque_date	Varchar	100	Cheque date
16	Reg_cheque_bank	Varchar	100	Bank name
17	Reg_cheque_no	Varchar	100	Cheque number
18	Reg_domain	Varchar	100	Project domain
19	Reg_deve	Varchar	100	Developer of the project.
20	Reg_delivery	Varchar	100	Delivery date of the project.

## D.Screenshots

Home page:



Screen: D.1

Admin Login:



Screen: D.2

## Add Department:

EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM

Home Page About Us Admin Developer Contact Us

Welcome Administrator

Add Department [View](#)

Department:

Phone No:

Sidebar Menu

- Department
- Developer
- Target
- Customer
- View Upload
- View Feedback
- Salary
- Report
- Chat Room
- Logout

Screen:D.3

## View department Details:

EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM

Home Page About Us Admin Developer Contact Us

Welcome Administrator

View Department [Add](#)

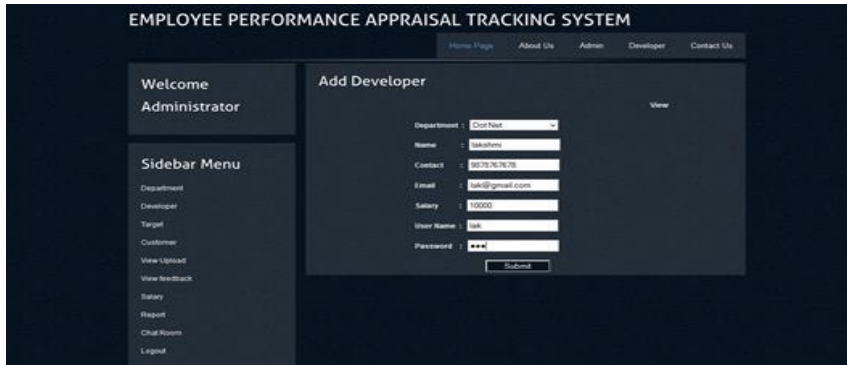
Department	Phone	Action
Out Mail	8422054209	
Java	8422054222	
PHP	8422053876	
TESTING	84220561	

Sidebar Menu

- Department
- Developer
- Target
- Customer
- View Upload
- View Feedback
- Salary
- Report
- Chat Room
- Logout

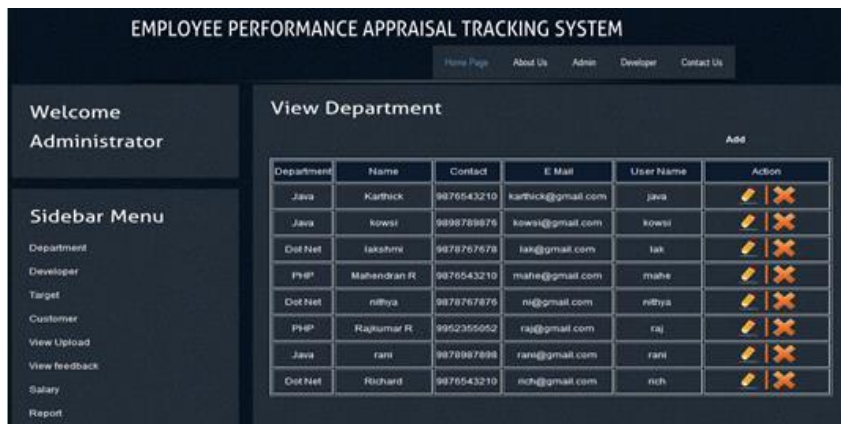
Screen:D.4

### Add developer details:



Screen:D.5

### View developer details:



Screen:D.

**Add Customer project Details:**

**Project Register**

Name:

Contact:

Email:

Address:

Project Code:

Project Title:

Project Cost:

Payment Mode:

Down Payment:

Payment By:  Cash  Cheque

Domain:

Developer:

Delivery Date:

**Screen:D.7**

**View customer register project:**

**View Registered Projects**

Customer	Project Code	Registered Date	Delivery Date	Status	Action
vimala	INFO1016	2015-03-28	08-10-2015	Pending	
kannan department store	INFO1015	2015-03-25	10-09-2015	Done	
nisha	INFO1014	2015-03-25	03-10-2015	Under the Developing	
raj	INFO1013	2015-03-25	18-09-2015	Pending	
usha	INFO1012	2015-03-24	05-09-2015	Under the Developing	
kowalya	INFO1011	2015-03-24	21-10-2015	Pending	
karthiga	INFO1010	2015-03-20	22-08-2015	Pending	
pavithra	INFO1009	2015-03-20	20-08-2015	Done	

**Screen:D.8**

## Add target project

EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM

Home Page About Us Admin Developer Contact Us

Welcome Administrator

Add Target [View](#)

Name:

Department:

Period:

Target:

Sidebar Menu

- Department
- Developer
- Target
- Customer
- View Upload
- View Feedback
- Salary
- Report
- Chat Room
- Login

Screen:D.9

## View target project:

EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM

Home Page About Us Admin Developer Contact Us

Welcome Administrator

View Target [Add](#)

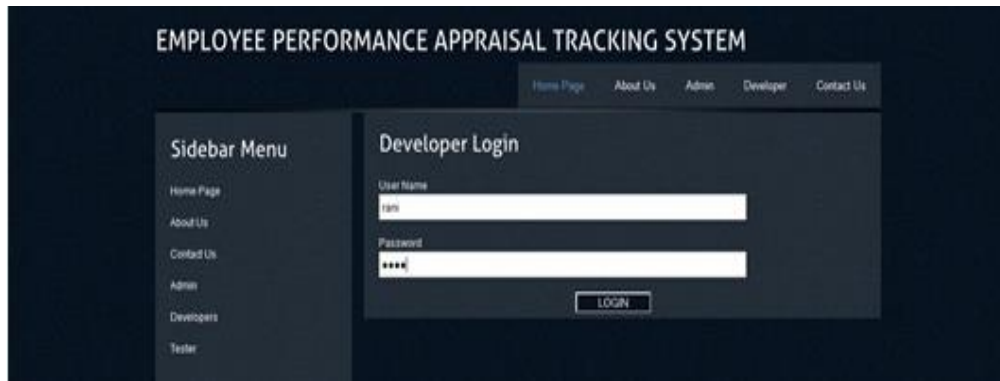
Name	Target	Action
Katir	8	
Karthick	5	
Komalika	4	
lakshmi	2	
ran	4	
Richard	2	
shriya	4	

Sidebar Menu

- Department
- Developer
- Target
- Customer
- View Upload
- View Feedback
- Salary
- Report
- Chat Room
- Login

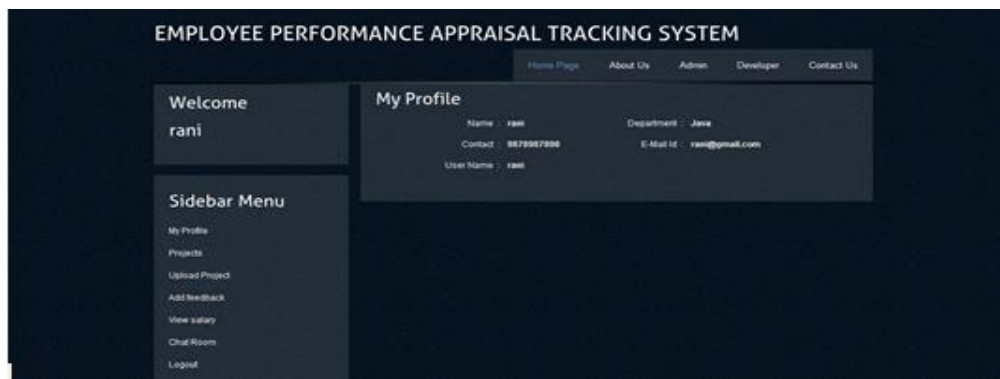
Screen :D.10

## User Login:



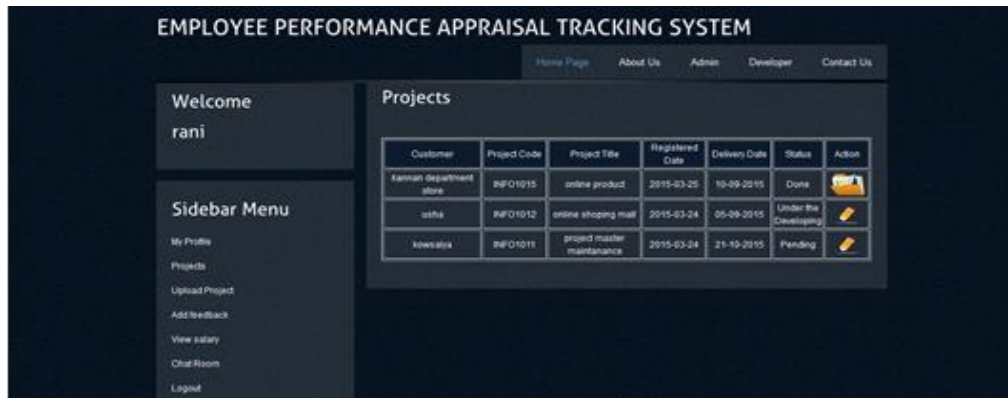
Screen :D.11

## View Developer Profile:



Screen :D.12

## View Project:



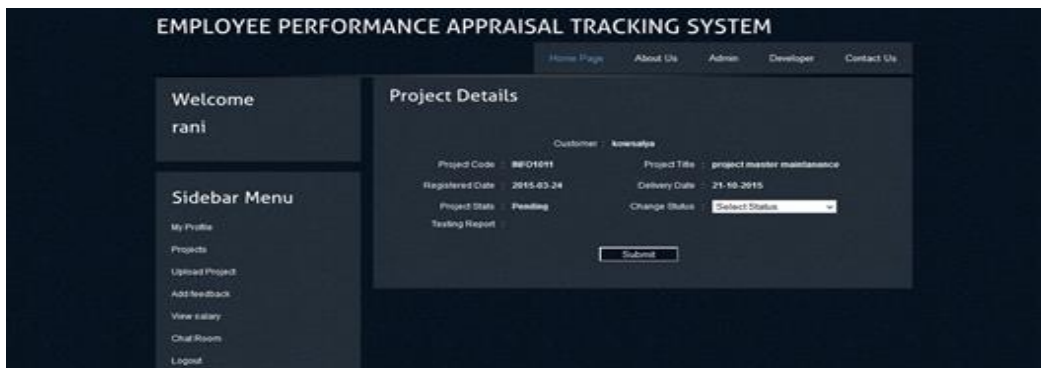
The screenshot displays the 'EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM' interface. The top navigation bar includes 'Home Page', 'About Us', 'Admin', 'Developer', and 'Contact Us'. The main content area is titled 'Projects' and contains a table with the following data:

Customer	Project Code	Project Title	Registered Date	Delivers Date	Status	Action
farman department store	INFO1015	online product	2015-03-25	10-09-2015	Done	
usfa	INFO1012	online shopping mall	2015-03-24	05-08-2015	Under the Developing	
knowsipa	INFO1011	project master maintenance	2015-03-24	21-10-2015	Pending	

The left sidebar shows a 'Welcome rani' message and a 'Sidebar Menu' with options: My Profile, Projects, Upload Project, Add feedback, View salary, Chat Room, and Logout.

Screen :D.13

## View project details



The screenshot displays the 'EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM' interface with the 'Project Details' view selected. The main content area shows the following information:

Customer : knowsipa

Project Code : INFO1011      Project Title : project master maintenance

Registered Date : 2015-03-24      Delivery Date : 21-10-2015

Project Status : Pending      Change Status :

Testing Report

The left sidebar is identical to the previous screenshot, showing 'Welcome rani' and the 'Sidebar Menu'.

Screen :D.14

## Upload Project:

EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM

Welcome rani

Upload Projects

Project Code : RFO1011

Customer : kowalya

Project Title : project master maintenance Project Code : RFO1011

Registered Date : 2015-03-24 Delivery Date : 25-10-2015

Front End : Browse... 1.docx

Back End : Browse... Home.docx

Documents : Browse... resource\_11.doc

Submit

Screen:D.15

## View Upload project:

EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM

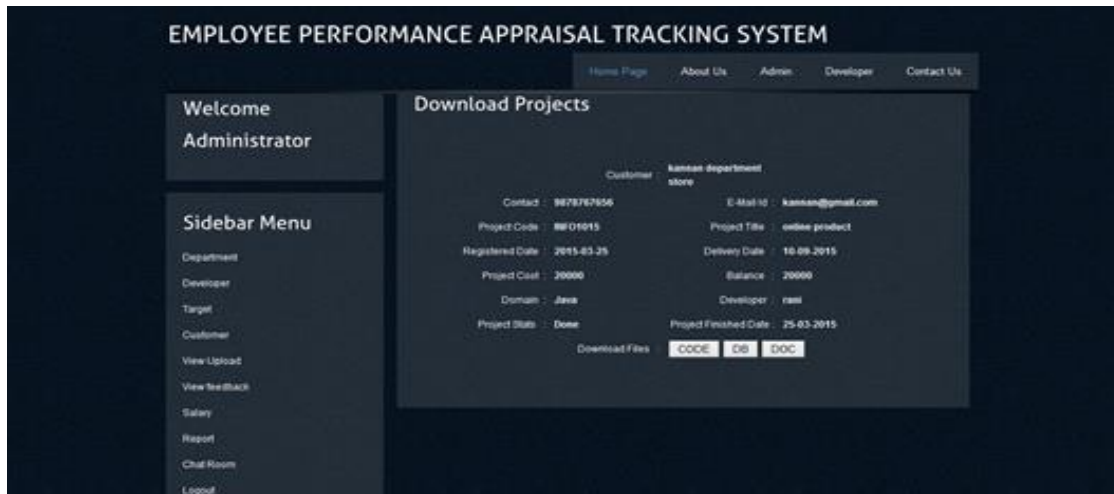
Welcome Administrator

Download Projects

Customer	Project Code	Registered Date	Delivery Date	Status	Action
kannan department store	RFO1015	2015-03-25	10-06-2015	Done	DOWNLOAD
kowalya	RFO1011	2015-03-24	21-10-2015	Done	DOWNLOAD
paifira	RFO1009	2015-03-26	20-08-2015	Done	DOWNLOAD
naha	RFO1008	2015-03-19	19-06-2015	Done	DOWNLOAD
paifira	RFO1007	2015-03-18	10-09-2015	Done	DOWNLOAD
Star Construction	RFO1005	2014-01-19	22-03-2013	Done	DOWNLOAD
Classic Creations	RFO1004	2014-03-01	01-04-2013	Done	DOWNLOAD
Flow Links Construction	RFO1003	2014-02-22	28-02-2013	Done	DOWNLOAD

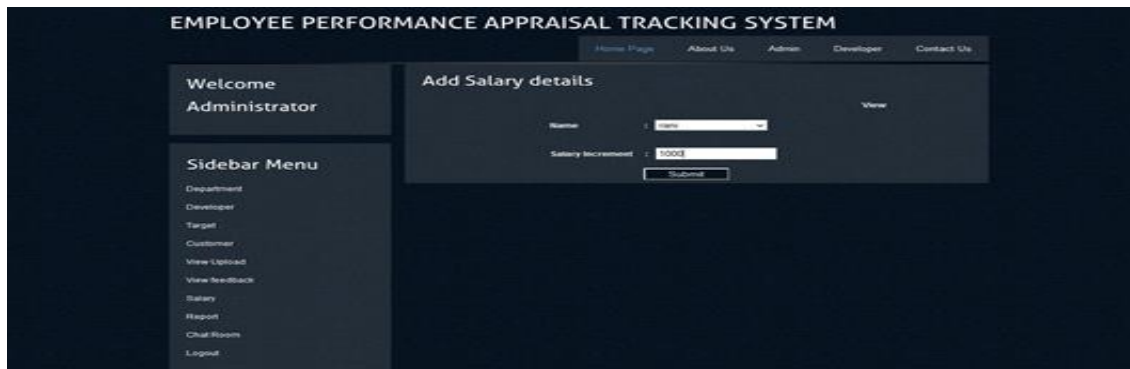
Screen :D.16

## View Download project



Screen:D.17

## Add Salary Details:



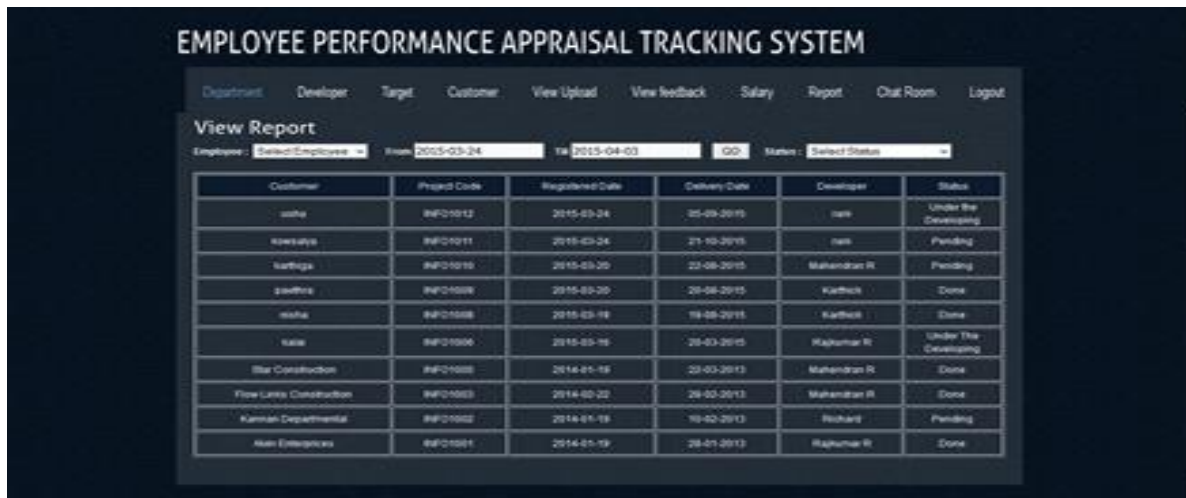
Screen:D.18

## View Salary Details:



Screen:D.19

## Report



The screenshot displays the 'EMPLOYEE PERFORMANCE APPRAISAL TRACKING SYSTEM' interface. At the top, there is a navigation menu with options: Department, Developer, Target, Customer, View Upload, View feedback, Salary, Report, Chat Room, and Logout. Below the menu, the 'View Report' section is active, showing filters for Employee (Selected Employee), From (2015-03-24), To (2015-04-03), and Status (Select Status). The main content is a table with the following data:

Customer	Project Code	Registered Date	Delivery Date	Developer	Status
zaha	INFO1012	2015-03-24	30-03-2015	nan	Under The Developing
Korlatya	INFO1011	2015-03-24	21-03-2015	nan	Pending
Karliga	INFO1015	2015-03-26	22-03-2015	Mahmud R.	Pending
zafira	INFO1009	2015-03-26	20-03-2015	Karbock	Done
zaha	INFO1008	2015-03-18	19-03-2015	Karbock	Done
zaha	INFO1006	2015-03-18	20-03-2015	Rajkumar R.	Under The Developing
Bar Construction	INFO1005	2014-01-18	22-03-2013	Mahmud R.	Done
Flow Lines Construction	INFO1003	2014-02-22	28-03-2013	Mahmud R.	Done
Kerman Departmental	INFO1002	2014-01-18	19-02-2013	Richard	Pending
Main Entrance	INFO1001	2014-01-19	28-01-2013	Rajkumar R.	Done

Screen:D.20